

2026 RELEASE INFORMATION

# Milliman Compensation & Benefit Surveys

**Pay, benefits, and trend data to monitor your costs and maintain your competitive position.**

## Browse Our Survey Offerings

Explore detailed information about each survey, including key dates, participant pricing, the number of jobs and organizations included, and much more..

## Order Today—Online or by Email

Sign up easily at [salarysurveys.milliman.com](https://salarysurveys.milliman.com) or email us at [salary.survey@milliman.com](mailto:salary.survey@milliman.com).

## Early-Bird Discount Opportunity

Register by the start of data collection for any survey to secure the early-bird participant rate. After the early-bird deadline, regular participant pricing applies. Take advantage of this savings opportunity—order now!



Milliman Compensation & Benefit Surveys

	Survey name & description	Edition	Data Collection Begins	Data Effective Date	Data Submission Due Date	Approx. Publication Date	Most Recent # of jobs	# of orgs	Organization Size	Early-Bird Participant Price	Regular Participant Price	Non-PPT Price
General	<b>Northwest Executive Compensation</b> Executive pay practices among various organizations, industries (AK, ID, OR, WA)	41st	July 9	Aug.	Sept. 25	Nov.	20 Top Positions	283		\$695	<del>-\$770</del>	\$1,390
	<b>Northwest Management &amp; Professional†</b> Management, supervisory, professional positions (ID, OR, WA)	43rd	March 12	April	May 22	Early July Trend Update: Oct.	249	158		\$1,095†	<del>-\$1,170†</del>	\$2,190†
	<b>Northwest Engineering / Scientific/ Project Management</b> Engineering, scientific, project management positions (AK, ID, OR, WA)	11th	May 7	May	July 31	Early Sept.	249 plus roll-ups	110	<25 total FTE: 25-200 total FTE: 200+ total FTE:	\$395 \$695 \$995	<del>-\$470</del> <del>-\$770</del> <del>-\$1,070</del>	\$790 \$1,390 \$1,990
	<b>Northwest Technology Compensation</b> In association with Applied HR Strategies, TAO (AK, ID, OR, WA)	35th	June 4	June	Aug. 28	Late Sept.	244	78	<11 total FTE: 11-24 total FTE: 25-200 total FTE: 200+ total FTE:	\$295 \$395 \$695 \$995	<del>-\$370</del> <del>-\$470</del> <del>-\$770</del> <del>-\$1,070</del>	\$590 \$790 \$1,390 \$1,990
	<b>Northwest Benefits</b> Major benefit plan features, values (AK, ID, OR, WA)	20th	Jan. 29	Jan.	April 3	Mid June	N/A	112		\$1,095	<del>-\$1,170</del>	\$2,190
Regional	<b>Alaska Compensation</b> Nonexempt through management, professional positions (Anchorage, Fairbanks, SE, Northern)	36th	May 7	June	July 17	Late Aug. Trend Update: Oct.	230	41		\$895	<del>-\$970</del>	\$1,790
	<b>Inland Northwest / Idaho Compensation§</b> Nonexempt, selected exempt positions (Inland NW)	40th	March 12	April	May 22	Early July.	209	39		\$795§ or \$895	<del>\$870§ or \$970</del>	\$1,790
	<b>Portland Area Compensation (PACS)§</b> Nonexempt, selected exempt positions (Portland Metropolitan Area)	44th	Jan. 15	Jan.	March 13	Mid April Trend Update: Sept.	212	78		\$895§ or \$995	<del>\$970§ or \$1,070</del>	\$1,990
	<b>Puget Sound Area Compensation†§</b> Nonexempt, selected exempt positions (King, Pierce/Kitsap, Snohomish Counties)	45th	March 12	April	May 22	Early July Trend Update: Oct.	207	70		\$895†§ or \$995	<del>\$970† or \$1,070§</del>	\$1,990†
Industry	<b>Northwest Financial Industry</b> In association with IBA, OBA, WBA, NWCUA (AK, ID, OR, WA)	48th	April 30	May	June 26	Early Aug.	224	57	<50 FTE: 50-100 FTE: 100+ FTE:	\$495 \$695 \$895	<del>-\$570</del> <del>-\$770</del> <del>-\$970</del>	\$990 \$1,390 \$1,790
	<b>Northwest Healthcare Compensation</b> Hospital, homecare, clinic positions (AK, ID, OR, WA)	34th	Jan. 15	Jan.	March 20	Early May	330	152	<150 FTE: 150+ FTE:	\$695 \$1,195	<del>-\$770</del> <del>-\$1,270</del>	\$1,390 \$2,390
	<b>Northwest Healthcare Executive Compensation‡</b> Healthcare executive, top management positions (AK, ID, OR, WA)	22nd	Jan. 15	Jan.	March 20	Early May	27	86		\$595‡ or \$695	<del>-\$670‡ or \$770</del>	\$1,390
	<b>Public Employers</b> Industry-specific positions within public sector employers (ID, OR, WA)	23rd	Feb. 5	Feb.	April 10	Early June	205	78	<150 FTE: 150-250 FTE: 250+ FTE:	\$495 \$695 \$895	<del>-\$570</del> <del>-\$770</del> <del>-\$970</del>	\$990 \$1,390 \$1,790
	<b>Utilities Salary &amp; Wage</b> Industry-specific positions within Utility employers	35th	May 14	June	Aug. 7	Mid Sept.	154	83		\$695	<del>-\$770</del>	\$1,390

For more information on each survey (job list, participant list, etc.) or to order, visit: [salariesurveys.milliman.com](https://salariesurveys.milliman.com)

Questions? Contact [salary.surveys@milliman.com](mailto:salary.surveys@milliman.com)

† Summary report available for \$395 for participants with < 150 FTE in local area (\$595 for non-participants)  
§ Additional discount available if also participating in Northwest Management & Professional Survey  
‡ Additional discount available if also participating in Northwest Healthcare Compensation Survey



# Stay competitive in a dynamic labor market

Today's market is shaped by shifting economic conditions and a growing emphasis on pay equity and transparency. Timely, accurate, and credible compensation data is essential. Milliman's compensation and benefits surveys empower you to:

- Make informed pay decisions
- Tailor jobs to your recruiting markets
- Defend and support your current pay practices

Our interactive survey results let you break out data by industry, geography, organization size, and more—or build your own custom peer groups for deeper insights.

## TRUSTED METHODOLOGY

Milliman surveys are designed for accuracy and compliance:

- Antitrust compliant, with required minimum sample sizes for all data breakouts to ensure confidentiality
- Results released at least three months after the data's effective date
- No single employer represents more than 25% of any weighted data set
- All data is sourced directly from HR departments and rigorously reviewed for accuracy

## COMPREHENSIVE, FLEXIBLE REPORTS

- Customizable data breakouts
- Online, interactive access
- Detailed insights on base salaries, incentives, total cash, salary ranges, trends, and more
- Available in Excel and PDF formats

## WHAT OUR CLIENTS SAY

"... **an excellent source of compensation data**, allowing us to accurately assess the markets in which we compete for talent."

—Senior Manager, Compensation  
Major manufacturing organization

"Milliman is **one source I never want to short**. I depend on you too much—90% of [our] data needs comes from your surveys!"

—Compensation Consultant  
Northwest healthcare organization

# Why Milliman?

Experience. Integrity. Value.

## Trusted

With 40+ years of experience, Milliman delivers reliable, compliant surveys based on employer-provided data.

## Objective

As an independent third party, our data is sourced directly from Human Resources—ensuring unbiased, accurate results.

## Comprehensive

Our survey data represents organizations of all sizes and industries, including for-profit, non-profit, public, and private sectors..

## Cost-effective

Enjoy granular, specific market insights at a fraction of the cost of custom surveys. Milliman offers robust data and actionable results, without the premium price tag.

# To learn more

Visit us at [salariesurveys.milliman.com](https://salariesurveys.milliman.com). Go online to view the list of participants and number of jobs, titles, and job descriptions for each survey.

## KEY CONTACT



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## GENERAL INQUIRIES

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[salary.survey@milliman.com](mailto:salary.survey@milliman.com)

# 2026 Participant Order Form

## Sign-up, submit your data, get discounted results.

Place your order as a survey participant and save up to 50% and save \$75 if you sign-up before data collection begins (varies, consult schedule).

Order online at  
[salarysurveys.milliman.com](https://salarysurveys.milliman.com)

Current as of December 2026  
 pricing subject to change

	Survey	Edition	Early-Bird Participant Price	Regular Participant Price	Order
General	Northwest Executive Compensation	41st	\$695	\$770	
	Northwest Management & Professional†	43rd	\$1,095†	\$1,170†	
	Northwest Engineering / Scientific/ Project Management	11th	FTE:<25   25-200   200+ \$395   \$695   \$995	FTE:<25   25-200   200+ \$470†\$770†\$1,070	
	Northwest Technology Compensation	35th	FTE:<11   11-24   25-200   200+ \$295   \$395   \$695   \$995	FTE:<11   11-24   25-200   200+ \$370†\$470†\$770†\$1,070	
	Northwest Benefits	20th	\$1,095	\$1,170	
Regional	Alaska Compensation	36th	\$895	\$970	
	Inland Northwest Compensation§	40th	\$795§ or \$895	\$870§ or \$970	
	Portland Area Compensation (PACS)§	44th	\$895§ or \$995	\$970§ or \$1,070	
	Puget Sound Area Compensation†§	45th	\$895†§ or \$995	\$970†§ or \$1,070	
Industry	Northwest Financial Industry	48th	FTE:<50   50-100   100+ \$495   \$695   \$895	FTE:<50   50-100   100+ \$570†\$770†\$970	
	Northwest Healthcare Compensation	34th	FTE: <150   150+ \$695   \$1,195	FTE: <150   150+ \$770†\$1,270	
	Northwest Healthcare Executive Compensation‡	22nd	\$595‡ or \$695	\$670‡ or \$770	
	Public Employers	23rd	FTE:<150   150-250   250+ \$495   \$695   \$895	FTE:<150   150-250   250+ \$570†\$770†\$970	
	Utilities Salary & Wage	35th	\$695	\$770	

† Summary Report available for \$395 if also a survey participant and <150 FTE

§ Additional discount available if also participating in Northwest Management & Professional Survey

‡ Additional discount available if also participating in Northwest Healthcare Compensation Survey

**Order online at [salarysurveys.milliman.com](https://salarysurveys.milliman.com) — or — Complete & submit this form via email or mail**

Mail to: Attn: Milliman, 1301 Fifth Ave #3800, Seattle, WA 98101 or email: [salary.surveys@milliman.com](mailto:salary.surveys@milliman.com)

### Contact Information for 2026 Participant Order — All fields required

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Company: \_\_\_\_\_ Company Size (# of FTE): \_\_\_\_\_

Address: \_\_\_\_\_

Street City State Zip

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

### Billing Information — Complete if different from above

Invoice to: \_\_\_\_\_  
 Name email address

### Results/Shipping info — If different from above

Results to: \_\_\_\_\_  
 Name email address

# 2025 Results Order Form

## Purchase complete results as a non-participant

Need 2025 survey results? Those who participate in 2026 surveys (sign-up & submit data) save up to 50% on 2026 data results.

Order online at  
[salariesurveys.milliman.com](https://salariesurveys.milliman.com)  
 Current as of December 2026  
 pricing subject to change

	Survey	Edition	Non-Participant Price	Order
General	Northwest Executive Compensation	40th	\$1,190	
	Northwest Management & Professional†	42nd	\$2,190†	
	Northwest Engineering / Scientific/ Project Management	10th	\$790 - \$1,990	
	Northwest Technology Compensation	34th	\$590 - \$1,990	
	Northwest Benefits	19th	\$2,190	
Regional	Alaska Compensation	35th	\$1,790	
	Inland Northwest Compensation	39th	\$1,590	
	Portland Area Compensation (PACS)	43rd	\$1,790	
	Puget Sound Area Compensation†	44th	\$1,790†	
Industry	Northwest Financial Industry	47th	\$990 - \$1,790	
	Northwest Healthcare Compensation	33rd	\$1,390 - \$2,390	
	Northwest Healthcare Executive Compensation	21st	\$1,190	
	Oregon Public Employers & Washington Public Employers (access to both surveys included for the price of one)	22nd	\$990 - \$1,790	
	Northwest Utilities Salary & Wage	34th	\$1,390	

† Summary Report available for \$595, if company size < 150 FTE (\$395 if survey participant)

**Order online at [salariesurveys.milliman.com](https://salariesurveys.milliman.com) — or — Complete & submit this form via email or mail**

Mail to: Attn: Milliman, 1301 Fifth Ave #3800, Seattle, WA 98101 or email: [salary.surveys@milliman.com](mailto:salary.surveys@milliman.com)

**Contact Information for 2025 Survey Results Order — All fields required**

Name: \_\_\_\_\_ Title: \_\_\_\_\_  
 Company: \_\_\_\_\_ Company Size (# of FTE): \_\_\_\_\_  
 Address: \_\_\_\_\_  
 Email: \_\_\_\_\_ Street City State Zip  
 Phone: \_\_\_\_\_

**Billing Information — Complete if different from above**

Invoice to: \_\_\_\_\_  
 Name email address